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Retail and Education Collective Bargaining  
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Collective Bargaining Agreements

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3-1-1936

**Deickens Retail Store, Grawvogles Pharmacy, Hauts Pharmacy,  
Motowski's Pharmacy and Pharmacists and Drug Clerks Union,  
Retail Clerks International Protective Association, Local 925  
(1936)**

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**Deickens Retail Store, Grawvogles Pharmacy, Hauts Pharmacy, Motowski's Pharmacy and Pharmacists and Drug Clerks Union, Retail Clerks International Protective Association, Local 925 (1936)**

**Location**

Milwaukee, WI

**Effective Date**

3-1-1936

**Expiration Date**

9-1-1938

**Number of Workers**

9

**Employer**

Deickens Retail Store; Grawvogles Pharmacy; Hauts Pharmacy; Motowski's Pharmacy

**Union**

Pharmacists and Drug Clerks Union, Retail Clerks International Protective Association

**Union Local**

925

**NAICS**

44

**Sector**

Private

**Item ID**

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**Keywords**

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

**Comments**

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## A G R E E M E N T

This agreement made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1936 by and between \_\_\_\_\_ of Milwaukee, Wisconsin hereinafter known as the employer, and the Pharmacists and Drug Clerks Local #925 of Milwaukee, Wisconsin, affiliated with the Retail Clerks International Protective Association and the American Federation of Labor, hereinafter known as the union.

### ARTICLE I.

The employer agrees to recognize representatives of the union as the bargaining agent in the matter of hours, wages, and working conditions for all employees.

### ARTICLE II.

The employer agrees to employ only persons who are members of the union, except where no competent members of said union are available. The employer may hire a person not a member of said union, but said person shall become a member of Local #925 by permit for a period of sixty (60) days, then to become full member, providing he is deemed an efficient employee by the employer.

### ARTICLE III.

No Pharmacist shall be required to work more than fifty-six (56) hours in any one week.

No clerk shall be required to work more than forty-eight (48) hours in any one week.

All employees are to have one full day off in seven (7).

All Pharmacists or assistants who are required to work more than fifty-six (56) hours per week, said overtime shall be paid for at the rate of one and one-half times their regular hourly rate of pay. All clerks required to work more than forty-eight (48) hours per week shall be paid at one and one-half times their regular hourly rate of pay.

### ARTICLE IV.

The minimum rate of pay shall be as follows:

Registered Pharmacists acting as manager of store	\$35.00 per wk.
Registered Pharmacists not acting managers	30.00 per wk.
Registered Assistant Pharmacists	25.00 per wk.
Drug Clerks, Apprentices, Cigar Clerks	18.00 per wk.
Clerks not registered managing departments	22.50 per wk.
Employees not registered acting as store managers	30.00 per wk.

Any employee working less than maximum set down in Article III of this agreement shall be paid according to the following schedule:

Registered Pharmacists	55¢ per hour
Registered Assistant Pharmacists	45¢ per hour
Clerks	40¢ per hour

Except in lower volume stores, where the rate shall be as follows:

Stores averaging less than \$2,500 but more than \$2,000 per month - Present rate less 10%.

Stores averaging less than \$2,000 but more than \$1,500 per month - Present rate less 20%.

Stores averaging less than \$1,500 but more than \$1,000 per month - Present rate less 30%.

Stores averaging less than \$1,000 per month - Present rate less 40%.

These rates to apply only to regular work, or relief work when arranged on a regular schedule of at least one day a week.

ARTICLE V.

No employee shall suffer any reductions in present rate of pay because of the operation of this agreement. Employees receiving greater salaries, wages or commission than herein provided for shall suffer NO reductions whatsoever. This applies to all employees who are allowed to earn commissions, bonuses, P. M.'s, O. B.'s or any other remuneration in addition to their salary.

ARTICLE VI.

So far as this contract may pertain to Registered or Assistant Registered Pharmacists, the employer agrees not to require any pharmacist to do any act or perform any services which are contrary to the recognized standards and ethics of the profession of pharmacy.

ARTICLE VII.

If the bargaining committee and the employer cannot satisfactorily adjust any grievance of employees who are members of this union within ten (10) days, an arbitration board shall be selected--one representative by the employer, one by the employees who are members of the union. These in turn to select a third disinterested party to act as chairman, and their decision shall be final and binding on both parties, and a decision must be reached within fifteen (15) days. In case the two selected cannot decide on the third impartial party ~~within~~ three (3) days, then the sitting calendar judge of Milwaukee County, or the Regional Director of the National Labor Relations Board shall appoint the third person.

ARTICLE VIII.

This agreement shall become effective from date of signing, and shall remain in full force for six (6) months.

Should either party desire to alter or amend this agreement, they shall give written notice thereof to the other party, stating the nature thereof at least thirty (30) days before expiration of this agreement, and should the parties fail to give notice, the agreement shall remain in force for an additional six (6) months.

THIS AGREEMENT, mutually entered into this \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_, by and between the PHARMACISTS AND DRUG CLERKS UNION LOCAL #925, through their authorized agents:

\_\_\_\_\_ and \_\_\_\_\_  
of the City of \_\_\_\_\_ and State of \_\_\_\_\_  
as parties of the first part, and \_\_\_\_\_  
of the City of \_\_\_\_\_ and State of \_\_\_\_\_  
as party of the second part.





U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

36-12-50  
Clerk 925  
Milw, Wisc  
9-38

April 2, 1937

Mr. C. G. Anderson, Sec'y  
Retail Clerks' International  
Protective Ass'n #925  
3452 North 15th Street  
Milwaukee, Wisconsin

My dear Mr. Anderson:

For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and should appreciate your cooperation in sending us copies of them together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we shall keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can be of service to you at any time, please write me.

Very truly yours,

*Isador Lubin*

Isador Lubin  
Commissioner of Labor Statistics

Enc.

Name of company or employers' association signing the agreement \_\_\_\_\_

4 listed on reverse side.

(If more than one employer, please list on reverse side)

Number of companies covered by agreement Four.

Number of union members working under terms of agreement Five

Number of non-members working under terms of agreement 4 Employers

Branch of trade covered Retail Drug trade (Independent stores)

Date signed March 1936 Date of expiration Sept. 1938

A.R. Anderson (organizer) 617 N. 2nd St. Milwaukee  
(Name of person furnishing information) (Address)

Deikens Refill store	2700 N. Leutonia ave.
Grawogels pharmacy	2831 W. North ave.
Hauts pharmacy	2451 W. Center st.
Motowski's pharmacy	2135 W. North ave.



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